



FORTS MCPHERSON AND GILLEM BASE REALIGNMENT AND CLOSURE TOWN HALL

Colonel Deborah B. Grays
Garrison Commander

22 April 2009

Our Mission: An installation that provides continued quality support and service to our military family through transformational leadership, management, innovation, and technology during the BRAC transition process.
Proudly Serving Tomorrow's Army . . . Today!



GARRISON DRAWDOWN

ISSUES:		MAJOR MILESTONES:	
1	Tenants will require garrison services until very close to the closure deadline	A	Oct-10 Stop assignments to Family Housing
		A	Apr-11 MWR activities close
2	Personnel attrition will become problematic while trying to close and service tenants	A	May-11 Close CDC
		A	Jun-11 Close Library
3	There will be little or no scaling down before the closure date	A	Jul-11 Close AAFES
		A	Jul-11 Close Commissary
4	Major unit moves are up against the Sep 11 deadline	A	Jul-11 Close medical facilities
		A	Aug-11 Stop religious services
		R	Sep-11 All units moved to new locations
		A	Sep-11 Closing ceremony
CURRENT SITUATION:		NEXT STEPS:	
R	PROBLEMS		
	The operations plan is complete; however, the drawdown will not begin until significant numbers of soldiers and civilian employees have departed		1 Plan for a seamless drawdown of activities tied to tenants moves
			2 Consolidate functions
			3 Mothball buildings as they are vacated
24	Military		
553	Civilian		
780	Contract		



AGENDA

- Unit Movement Schedule
- Georgia Work Ready Update
- DoD National Relocation Program (DNRP) Preview
- Homeowners Assistance Program (HAP) Preview
- Human Resource Office (HRO) Update
- Civilian Assistance Reemployment Division (CARE) Team
- Questions and Answers



**Base Realignment and Closure
(BRAC)**

**Mr. Glynn D. Ryan
Chief, BRAC Office**



HOW WE GOT HERE

- **BRAC LAW - SEP 2005**
- **MISSION - CLOSE ON 15 SEP 11**
- **GUIDANCE**
 - **Assist Tenant Organizations with Relocation**
 - **Establish a contiguous Enclave at Fort Gillem**
 - **Close Fort McPherson and Fort Gillem in compliance with BRAC Law**



UNIT MOVEMENT SCHEDULE

FORT MCPHERSON



FORT MCPHERSON OUTBOUND	STATUS	BEGIN DATE	END DATE	REMARKS
10 HHC PRESS CAMP HQ - Move to Fort Bragg	G	16-J un-08	16-J un-08	
AF Nat Sec Emer Prep - Move to Pensacola, FL	G	01-J an-08	25-Aug-08	
CHPPM South - Move to Fort Sam Houston	A	01-J un-07	30-Sep-09	Preliminary Inspection complete: 10-Feb-09
Army Audit Agency - Move to Fort Bragg & Fort Benning	A		30-Sep-09	Preliminary Inspection complete: 03-Mar-09
NETCOM Southeastern Region - Move to Fort Eustis	A	01-J an-09	31-J an-10	Movement in progress
CSRG-East - Move to Rock Island Arsenal	A		30-J un-11	
Contracting				
ACA Southern Region HQ - Move to Fort Sam Houston	A	01-J ul-07	31-J ul-10	
ACA SWA - Move to Kuwait	A		28-Feb-11	
610th Contract Cont Team - Move to Shaw AFB	A	01-May-09	31-J ul-11	
MICC Center - McPherson - Move to Fort Sam Houston & Fort Bragg	A	01-J ul-10	31-J ul-11	
408th Contract Cont Bn - Move to Shaw AFB	A		31-J ul-11	
Health Services				
Veterinary - Multiple destinations	A	01-Mar-10	30-Sep-10	Vet services cease Aug 10; trying to change TDA to remain until 2011
LJ AHC - Close	A	01-Oct-10	31-J ul-11	Preliminary Inspection complete: 18-Mar-09 for the Force Readiness Center (FRC) Bldg 61; 1 of 6 LJ AHC buildings scheduled for turn-in
Dental - Close	A	01-Feb-11	31-J ul-11	
Army Materiel Command (AMC)				
LOGCAP PM - Move to Fort Bragg - Pope AFB (w/FORSCOM HQ)	R		31-Aug-11	Move pushed to right due to construction; AMC relooking unit placement
Field Logistics Readiness - Move to Rock Island Arsenal	R		31-Aug-11	Seeking AMC confirmation of destination/dates
FORSCOM Liaison Office - Move to Fort Bragg	R		31-Aug-11	Move pushed to right due to construction; AMC relooking unit placement
IMCOM Southeast Region - Move to Fort Eustis/Fort Sam Houston	R	01-J un-09	15-Sep-11	Move to FSH (1 J un 09 - 30 J un 11); Eustis: Renovd bldg BOD is Sep 11
ARCENT HQ - Move to Shaw AFB	R	01-Apr-10	15-Sep-11	Move pushed to right due to construction (bldg award J un 09, complete J ul 11, then 3 months for systems check)
FORSCOM HQ - Move to Fort Bragg	R	01-Oct-10	15-Sep-11	Move pushed to right due to construction
USARC HQ - Move to Fort Bragg	R	01-Oct-10	15-Sep-11	Move pushed to right due to construction
CID Office - Move to Fort Benning	R		15-Sep-11	CID HQ: Unit must remain until major units depart
DMPO (DFAS)	R		15-Sep-11	Due to upcoming conversion to DIMHRS, these positions may convert to Garrison prior to BRAC. If this does not occur, will transfer to Fort Benjamin Harrison
DISA	R		15-Sep-11	Study underway to determine future location. \$27M identified as required for the move but is currently unfunded

UNCLASSIFIED



UNIT MOVEMENT SCHEDULE

FORT GILLEM



FORT GILLEM OUTBOUND	STATUS	BEGIN DATE	END DATE	REMARKS
248 MI Co - Inactivate	G	31-Aug-07	31-Aug-07	
587 OD Co - Inactivate	G	30-Sep-08	30-Sep-08	
121 In Det - Inactivate	G	30-Sep-08	30-Sep-08	
2nd Recruiting Bn				
2nd Recruiting Brigade - Move to Redstone Arsenal	G	01-Feb-08	30-Sep-08	
2nd Medical Recruiting Bn - Move to Redstone Arsenal	A	01-Sep-08	30-Apr-09	Preliminary Inspection complete: 18-Sep-08 Final Inspection scheduled: 28-Apr-09
Coast Guard - Move to Dobbins AFB	A	01-Oct-08	30-Apr-09	Preliminary Inspection complete: 22-Oct-08
52nd Explosive Ordnance Group				
723 Ord Co - Move to Fort Campbell	G		22-Jan-09	
184th Ord Bn - Move to Fort Campbell	G		27-Feb-09	Preliminary Inspection complete: 27-Jan-09 Final Inspection complete: 27-Feb-09
52nd EOD Group - Move to Fort Campbell	A		31-Oct-09	Preliminary Inspection scheduled: 30-Apr-09
FEMA - Leased Property	A	01-Jul-08	30-Nov-09	Preliminary Inspection complete: 01-Apr-09
GSA				
Fleet Office - Leased Property	G	15-May-08	15-May-08	
Maintenance - Leased Property	A		31-Dec-09	
AAFES Atlanta Distribution Center - Close	A	01-Apr-07	30-Jul-10	Consolidating into the 500 area
DRMS - Close	A	01-Dec-10	31-Mar-11	
3rd MP Group CID - Move to Hunter AAF	A	01-Mar-11	30-Apr-11	
HQ, 1st US Army - Move to Rock Island Arsenal	A	01-Jul-09	15-Jun-11	In order to meet June timeline, funding has to be available FY09
AAFES Exchange - Close	A	15-Jun-10	15-Jul-11	
DECA Commissary - Close	A	15-Jun-10	15-Jul-11	
HQ ARCENT (Support Office) - Move to Shaw AFB (ICW ARCENT)	R	01-Jul-11	15-Sep-11	Move pushed to the right due to construction
132 Det Topo Planning/Con - Move to Shaw AFB (ICW ARCENT)	R	01-Jul-11	15-Sep-11	Move pushed to the right due to construction
81st RRC Equip Concentration Site 43 - Move to Ft Benning	R	01-Jul-11	15-Sep-11	Move pushed to the right due to construction
FORT GILLEM ENCLAVE	STATUS	BEGIN DATE	END DATE	REMARKS
MEPS	G			Stays in place - no move required
Atlanta Fraud Res Agency	G			Stays in place - no move required
Southeastern Fraud Field Ofc	G			Stays in place - no move required
S.E. RSMO	A	01-Nov-09	30-Nov-09	Dependant on 52nd EOD Group move Preliminary Inspection scheduled: 30-Apr-09 (move out of bldg 208 into one part of 714)
Criminal Investigation Division (CID) Forensics Laboratory	G	01-Jan-08	31-Dec-09	In Place
Navy Reserve Intelligence Area 14	A	01-May-10	31-May-10	Construction scheduled to begin on bld 839
GA Army National Guard, Directed Move (from Bldg 211)	R		31-Jul-11	ESC 43 must vacate bld 608 before remodeling can begin
Remaining 81st RRC Units	A		31-Jul-11	

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GEORGIA WORK READY

- Mobile unit available every Wednesday
 - In lot behind Rice Hall, Bldg 184
 - 1030 -1230 hrs: individual scheduled appointments for counseling, training, and testing
 - 1230 - 1700 hrs: open for walk-ins; all services available
- 93 personnel assisted as of April 15th
- 33% have returned for follow up activities (Career Scope Career assessment tool, Georgia Work Ready Certification, help with resume preparation, etc.)
- Contact Ms. Jo Simon, 404-463-3336, jsimon@atlantaregional.com, for appointment



DoD NATIONAL RELOCATION PROGRAM (DNRP)

- DNRP Briefings coming to Fort McPherson, Post Theater:
 - 27 May 09: 0900 - 1100 hrs, and 1330 - 1530 hrs
 - 28 May 09: 0900 - 1100 hrs
 - Open to all Garrison, IMCOM-SE, and ARCENT employees
- Presented by Mr. David Gage, DNRP Program Director, US Army Corps of Engineers Baltimore District
- Briefing slides to be forwarded via email
- DNRP Employee Handbook available for download at: <http://www.nab.usace.army.mil/dnrp/>



HOMEOWNERS ASSISTANCE PROGRAM (HAP)

- Program formerly available only if BRAC Closure caused property value to decline
- American Recovery and Reinvestment Act expanded HAP for BRAC 05 impacted personnel:
 - Must have PCS orders to apply
 - Must have been owner occupant on 13 May 2005, or prior to
1 July 2006, and must sell home prior to 30 Sep 2012
- DoD working on implementing instructions
- We plan to follow development and arrange future Town Hall presentation



Human Resource Office (HRO)

**Ms. Fran Shivers
Director, HRO**



GARRISON EMPLOYEE SURVEY

- **Unofficial nonbinding survey produced the following results:**
- **147 responses (of approximately 400 surveyed)**
- **Initial responses:**
 - **Interested in Early PPP registration: 80%**
 - **Interested in cross-training: 73%**
 - **Interested in early retirement with VSIP/VERA: 7%**
 - **Interested in regular retirement: 8%**



RETIREMENT BRIEFINGS

- **Scheduled Retirement Briefings:**
 - **CSRS retirement seminar: 17 Jun 09**
 - **FERS retirement seminar: 18 Jun 09**
 - **NAF retirement seminar: 22 Sep 09**



**Human Resource Office
(HRO)**

**Ms. Denise Herring
NAF Chief, HRO**



DoD-OPM INTERCHANGE AGREEMENT

- DoD and the Office of Personnel Management (OPM) have an interchange agreement permitting NAF employees to apply for APF positions for which they qualify.
- Employees appointed under this agreement receive credit for previous NAF service.
- In order to qualify for this program, you must meet all of the following requirements:
 - Currently serving under a continuing NAF appointment without time limits.
 - Have served continuously for at least one year in a continuing NAF appointment without time limits.
 - Be qualified for the position for which you are applying.
 - Be appointed without a break in service of more than one workday; OR within one year after being involuntarily separated.



**Civilian Assistance and Reemployment Division
(CARE)**

**Ms. Kim Huttner
CARE Program Coordinator**

Priority Placement Program (PPP)



Employee Briefing



PROGRAM OVERVIEW

The PPP is the most effective outplacement program in the federal government





PROGRAM OVERVIEW

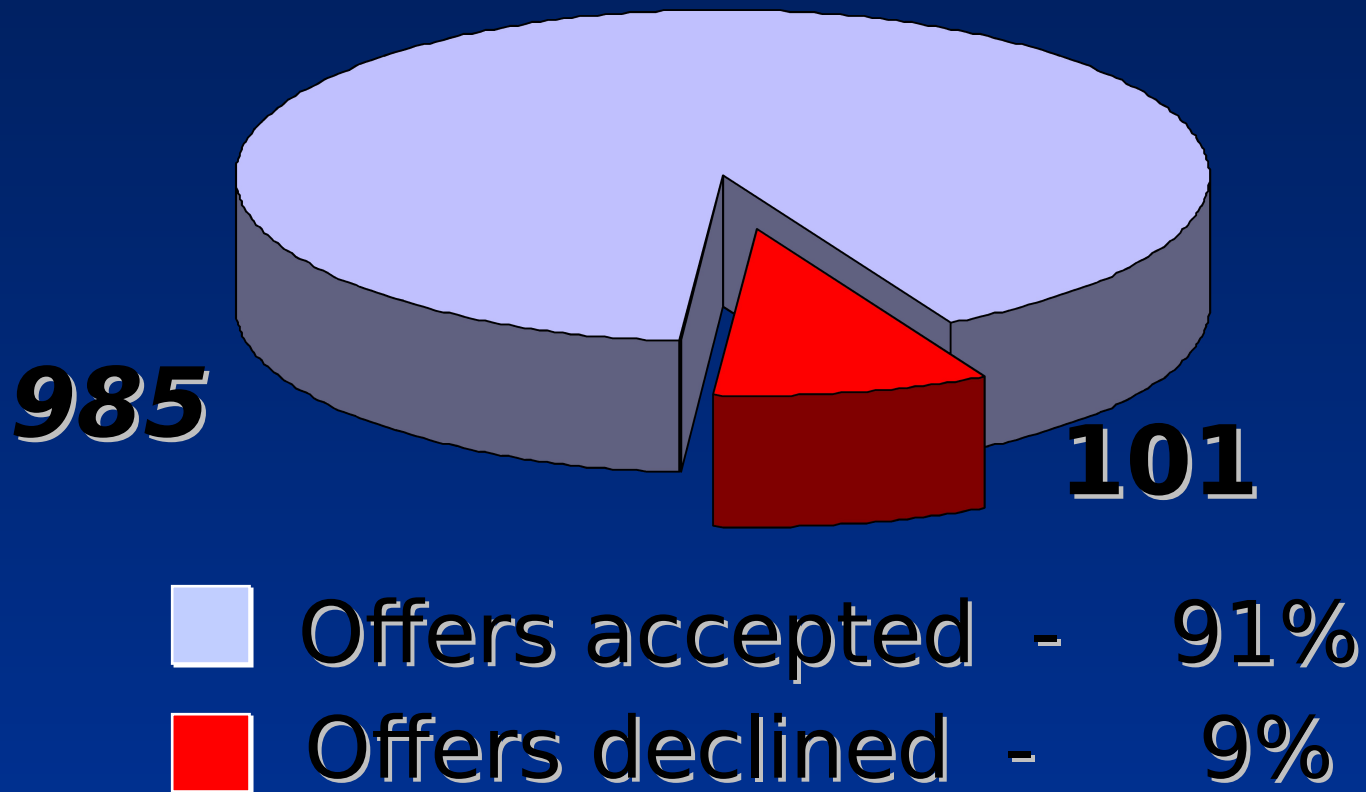
1 Apr 08 - 31 Mar 09

Job offers	-	1,086
Avg. per month	-	91



PROGRAM OVERVIEW

1 Apr 08 - 31 Mar 09

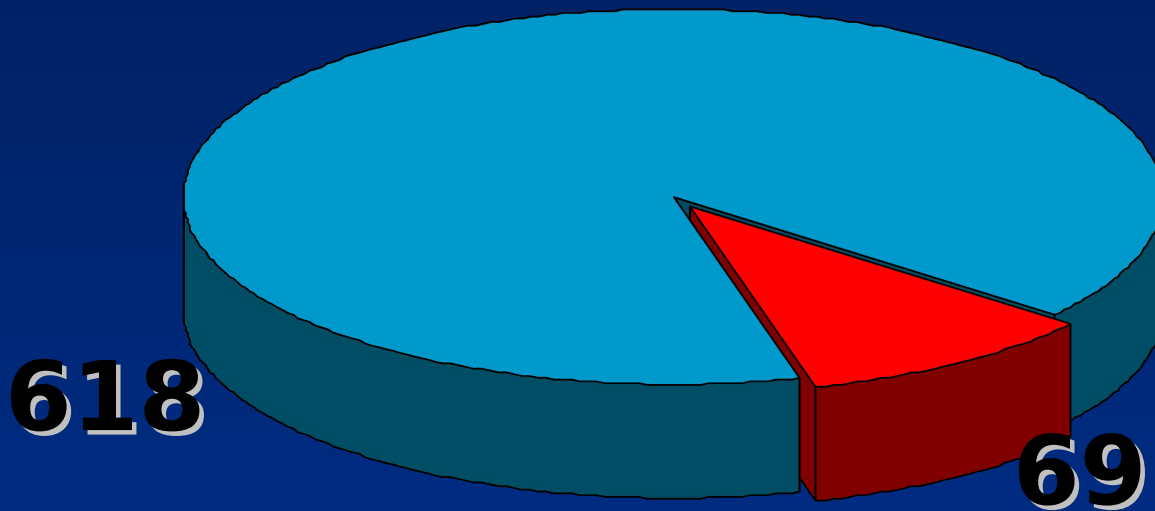




PROGRAM OVERVIEW

1 Apr 08 - 31 Mar 09

Released Without Offers - 687



Registered for commuting area only - 90%



Registered outside commuting area - 10%



Program Overview

Releasing
Activity

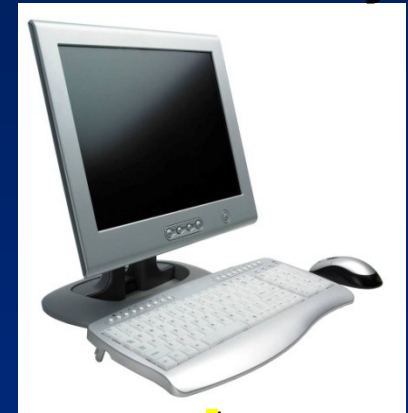


Registrations



Referrals

Gaining
Activity



Requisitions

Automated Stopper &
Referral System (ASARS)



Registration Eligibility

- RIF
 - *Separation*
 - *Change to lower grade**

- Declination of offer outside commuting area
 - *RIF*
 - *Transfer of function*
 - *Management-directed*

** Does not include NSPS reduction in band*



Registration Ineligibility

The following may not register:

- NAF employees
- SES employees
- Reemployed annuitants
- Employees approved for Voluntary Separation Incentive Pay (VSIP)



Registration Ineligibility

The following may not register:

- Employees who apply for retirement
 - *Optional: at any time*
 - *Disability: at any time*
 - *Discontinued Service: prior to receiving specific separation notice*





Registration Ineligibility

The following may not register:

- Employees who become temporarily unavailable for work
- Employees whose conduct or performance is in question



Registration Period

- Eligible employees must be permitted to register upon receipt of:
 - *Specific RIF notice*
 - *Notice of separation due to declination of offer outside commuting area*





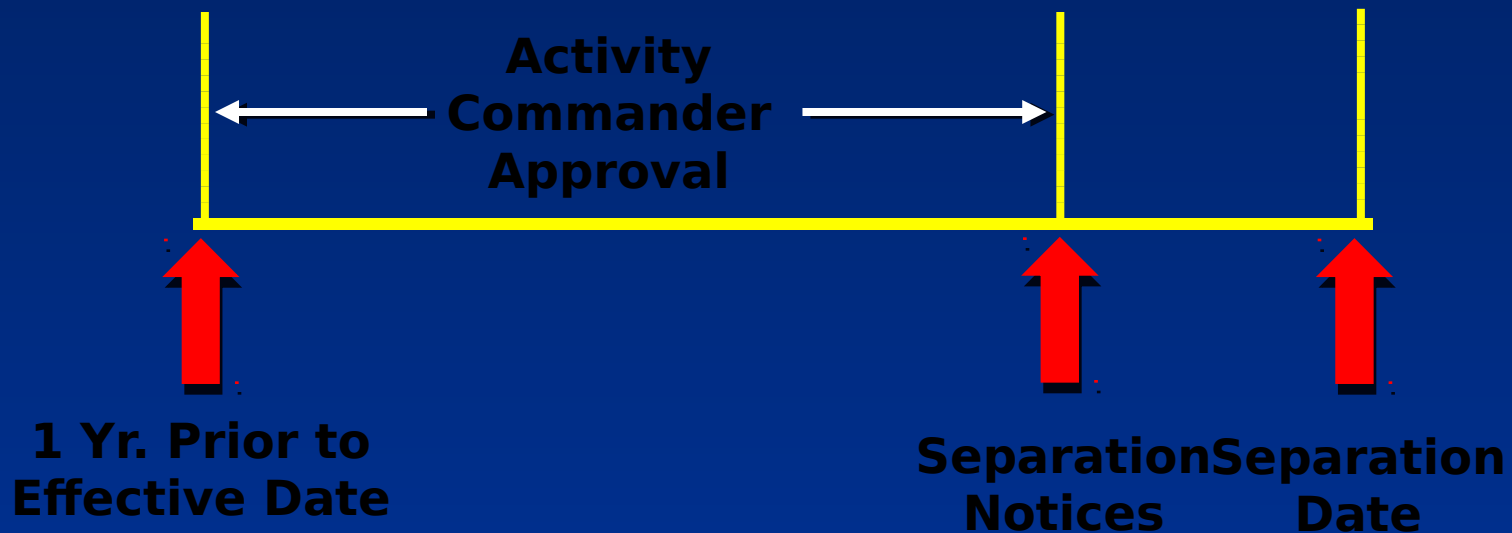
Registration Period

- Displaced registrants remain in Program A until:
 - *Placement*
 - *Declination of valid offer*
 - *Deletion for other reasons*
 - *Expiration of eligibility*
 - *1 yr. after separation*
 - *Effective date of change to lower grade*



Registration Period

- EARLY REGISTRATION – Registration prior to notice period





Mandatory Registration

- Purpose – Reduce separation costs
- Coverage – Employees who will be separated with severance pay
- Strategy – Increase likelihood of “reasonable offer” (5 CFR 550) during not





Mandatory Registration

What does it mean?

- Employee must be registered for:
 - *Current skill and others for which well qualified*
 - *All DoD activities in commuting area*
 - *Current grade down to & including 2 grades lower**

** HRO will use equivalent GS grade for NSPS and demo project registra*





Mandatory Registration

Who does it apply to?

- Applies if employee is eligible for severance pay and:
 - *Does not voluntarily register; or*
 - *Registers only within commuting area*
 - *If registrant expands area prior to separation, mandatory requirements are waived*





Mandatory Registration

When does it take effect?

- Applies upon receipt of:
 - *Specific RIF separation notice; or*
 - *Receipt of separation notice following declination of offer outside commuting area*



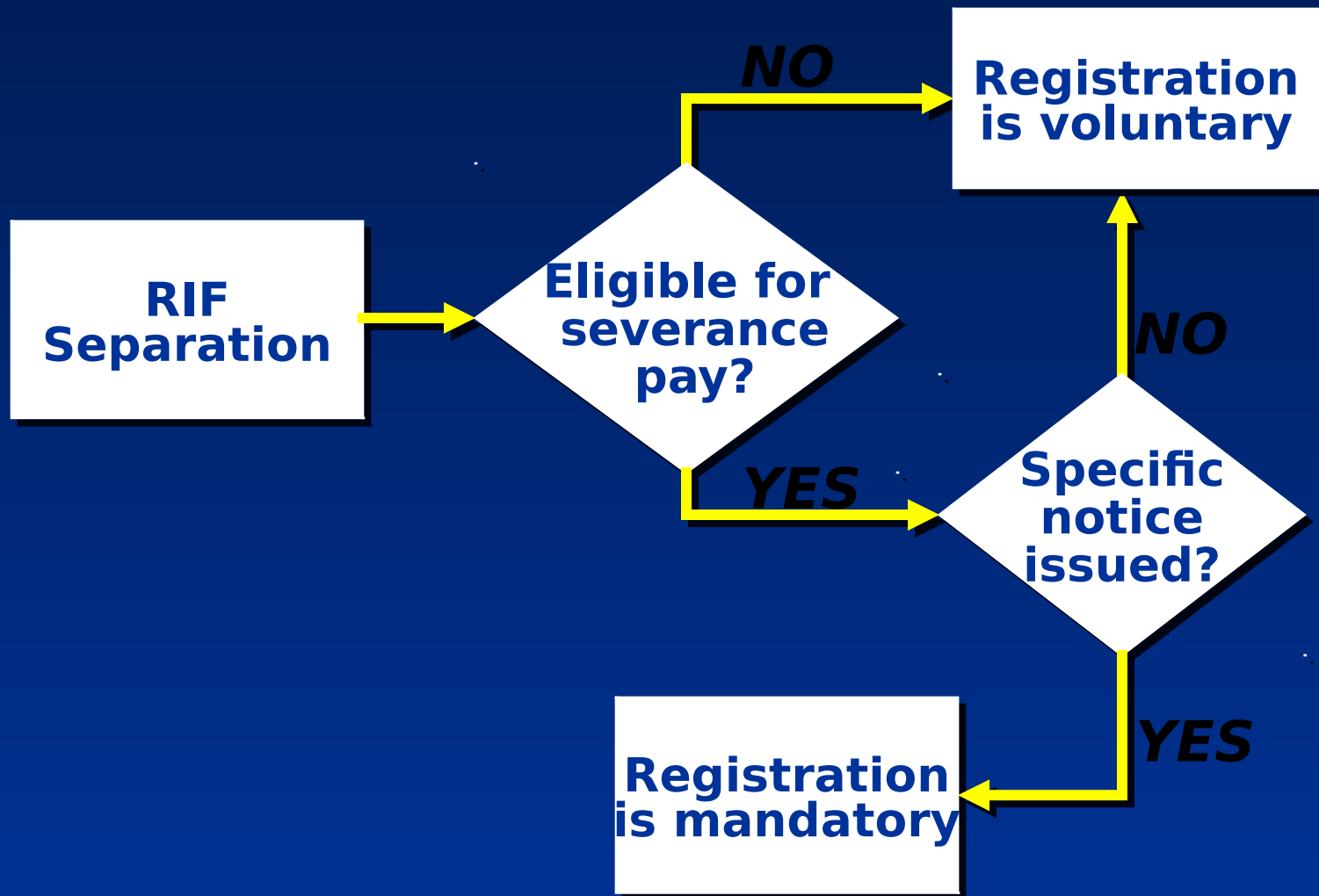


Mandatory Registration

- Still applies after declination of valid offer if offer was:
 - *Prior to notice period;*
 - *Outside of commuting area; or*
 - *More than 2 grades below current grade*
(i.e., if offer did not affect severance pay entitlement)



Mandatory Registration





Referral Priorities

1

- RIF separation
(no offer)



Referral Priorities

2

- RIF/reclassification demotion – 2 or more GS grades
- Declination of offer outside commuting area
 - *RIF*
 - *TOF*
 - *Management-directed*



Referral Priorities

3

- RIF/reclassification demotion – less than 2 GS grades
- All family members (including military & civilian spouses)

Referral Priorities

Priority 1 & 2 referrals restrict:



- *Promotions*
- *Employee-initiated reassignments*
- *Appointments*
- *Transfers*
- *Demotions to positions with greater promotion potential*

Referral Priorities

Priority 3 referrals:



- *Permit selections within Component*



- *Restrict appointments & transfers*

REFERRAL PRIORITIES

Total Registrations - 978
(as of 16 April 2009)



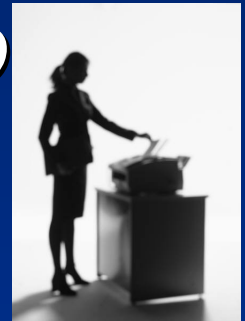
Priority 1 - 40%



Priority 2/3 - 60%

Registration Skills

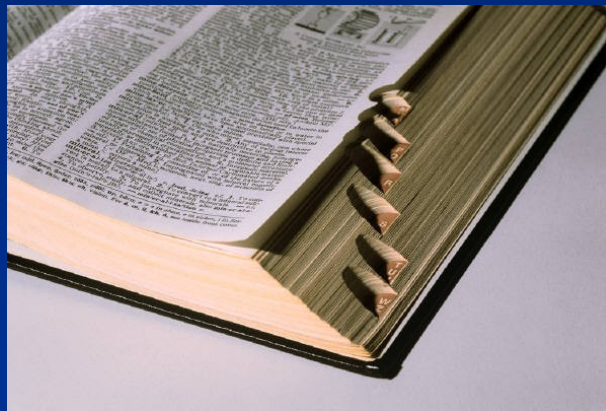
- Must register for current skill
 - *Exceptions require CARE approval*
- May register for other skills if well qualified
 - *As determined by registering HRO*





Registration Skills

● **well qual-i-fied** *adj.* Possesses knowledge, skills, and abilities to successfully perform with no greater loss in productivity than normally expected during orientation of any employee who is new to the organization.





Registration Skills

- Minimum qualification standards not sufficient for PPP
- Registrants must have experience actually applying the skill
- Experience must be documented

Well Qualified

Basic Eligibility



Registration Grades

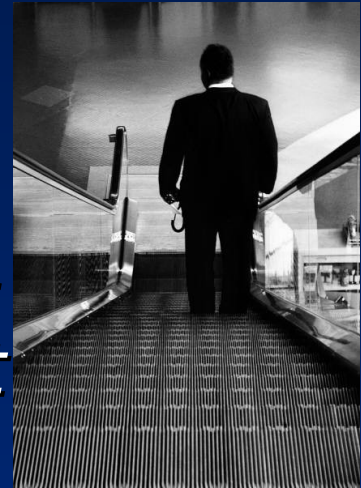
● High Grade

- Current Pay System: current permanent or retained grade
- Other pay systems: grades with representative rates equal to or below current permanent or retained grade
- NSPS & Demo Projects: HRO will use employees "equivalent GS grade" for registration purposes





Registration Grades



● Low Grade

- *No more than 3 GS grades, or the equivalent, below current permanent or retained grade*
- *NSPS & Demo Employees: 3-grade limit based on equivalent GS grade used as high grade*
- *FWS employees: 3-grade limit based on comparing employee's representative rate to GS rate table*



Area of Referral

DENVER Region

SAN FRANCISCO Region

SEATTLE Region

Hawaii

Alaska

BOSTON Region

NEW YORK Region

PHILADELPHIA Region

CHICAGO Region

ST. LOUIS Region

Canada

4

3

1

2

ATLANTA Region

DALLAS Region

Puerto Rico

Cuba

Area of Referral

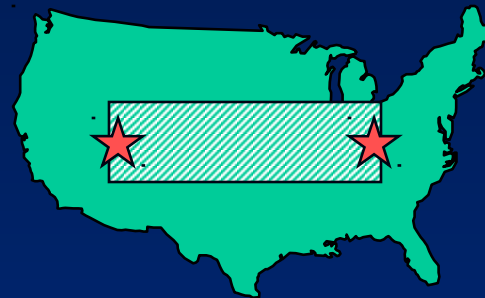
- Referral outside commuting area is limited to employees scheduled for separation due to:

- *RIF*
- *Declination of offer outside commuting area*



Area of Referral

- No “skipping over”
- Area can be expanded incrementally
- Cannot expand outside commuting area after separation





Area of Referral

If employee received change-to-lower-grade offer within commuting area, registration outside commuting area is not permitted



- # Residence

Current Duty Station





JOB OFFERS

- One *valid* offer only
- REPLY TIME - 2 business days
- REPORTING DATES
 - *Same area: 14 days*
 - *PCS move: 30 days*



Sun	Mon	Tue	Wed	Thu	Fri	Sat
					1	2
3	4	5	6	7	8	9
10	11	12	13	14	15	16
17	18	19	20			
24	25	26	27			
31						



Job Offers

Valid Offer

- Full-time permanent DoD position
(unless current work schedule is less than full-time)
- Series, grade, & duty location for which registered
- Essentially same conditions of employment



Job Offers

Valid Offer

- Position is not. . .
 - *Obligated*
 - *Under contract study*
 - *In the excepted service (unless registrant is currently excepted service)*



Job Offers

Valid Offer

- The following do not invalidate an offer:
 - *Drug testing requirement*
 - *Change in shifts*
 - *Decrease in wage or locality rates*

Pay Setting

- If displaced employee accepts lower grade without a break in service, *grade and/or pay retention applies**
 - Note: ToF declinees, NSPS employees, and demo project employees are not eligible for grade retention

* *if otherwise entitled under controlling regulations*



Relocation Costs

- Placed within DoD – Losing activity pays as prescribed by Joint Travel Regulation (JTR)
- Outside DoD - ?





Temporary Positions

- Offers in commuting area only
- Continued registration in PPP





Temporary Positions

- Accepting temporary/term positions without a break in service can affect future GRADE & PAY RETENTION
- Consult with CPO/HRO before accepting



EMPLOYEE RESPONSIBILITIES

- Maintain satisfactory performance & conduct
- Avoid contact with other DoD activities regarding PPP registration
 - All communications must be between the 2 personnel offices
- Submit up-to-date resume



REEMPLOYMENT PRIORITY LIST

- Another placement program for employees subject to RIF separation
- Eligibility:
 - *Career employees - 2 years*
 - *Career-cond. employees - 1 year*
- Requires separate application
 - *Cannot exercise RPL rights through PPP*

Priority Placement Program (PPP)



Workforce Briefing



QUESTIONS



BRAC INFORMATION

- **Refer BRAC questions to:**
 - **BRAC Rumor Control Hotline: (404) 464-0965**
 - **Garrison Hotline: (404) 469-5959**
- **Obtain information on BRAC Websites:**
 - <http://www.mcpherson.army.mil>
 - <http://www.mcpherson.army.mil/cpac/>
 - <http://www.hqda.army.mil/acsim/brac/braco.html>
 - <http://www.defenselink.mil/brac>
- **E-Mail address for Forts McPherson / Gillem BRAC questions:**
 - mcphusagtownhallquestions@conus.army.mil